

Mandatory Labwide EEO/diversity 'stand-down' April 20

A mandatory Equal Employment Opportunity/diversity "stand-down" is set for April 20 from 9 to 11:30 a.m. for all University of California/Los Alamos National Laboratory employees. Required by the Department of Energy, the stand-down will focus attention and discussion on issues surrounding diversity in the workplace.

Subcontractors at DOE sites are required to hold similar EEO/diversity sessions. Most Lab subcontractors will take part in the April 20 session. However, Protection Technology Los Alamos and Johnson Controls Northern New Mexico have scheduled separate presentations for their employees.

The EEO/diversity stand-down, facilitated by Diversity Office Director Lisa Gutierrez, will include a video message from Energy Secretary Bill Richardson; comments from Laboratory Director John Browne; a presentation by diversity consultant Roland West; an overview of the Lab's EEO data; and excerpts from astronaut Jerry Linenger's March 14 talk at the Laboratory.

The presentation will originate from the Administration Building's Main Auditorium and be open to all badgeholders. It also will be broadcast over LABNET to auditoriums and wired conference rooms throughout the Laboratory. For a listing of conference rooms with LABNET access, go to <http://www.lanl.gov/orgs/pa/Director/rooms.pdf>. Organizations with offices and meeting rooms that have LABNET access and which are not included on the list should make these rooms available to their employees for viewing the presentation. Occupancy and safety guidelines must be observed at all viewing locations.

The presentation will be broadcast in the Duane Smith Auditorium at Los Alamos High School. The high school will be in session and parking is unavailable, but bus and taxi service will be provided (watch the Newsbulletin for more details). The presentation also can be accessed using a computer by going to <http://www.lanl.gov/media/>.

A special attendance process will be used for this all-employee event. Each division's Human Resources generalist will be working with group-level staff to develop a roster of employees currently onsite. Employees will be required to sign official attendance rosters in their groups to verify participation in the mandatory stand-down. Group offices will receive information regarding attendance verification and make-up sessions from the division's HR generalist.

The EEO/diversity stand-down for the entire DOE complex was mandated in January by Secretary Richardson in response to the DOE's Task Force Against Racial Profiling report at <http://home.doe.gov/news/docs/rprofilerpt.pdf>. The task force was formed last June to provide the energy secretary with "accurate observations and assessments of workplaces within the national DOE complex and [to make] recommendations to ensure that policies against racial profiling are carried out effectively." The task force noted that

"racial profiling generally is defined as wrongful and hurtful judgments about an individual or group of individuals based solely on their ethnicity or color of their skins."

Sites within the DOE complex have been allowed some flexibility in planning and scheduling the event. Consequently, not everyone in the complex will hold the stand-down on the same date or at the same time. DOE headquarters, for instance, will observe their stand-down today (Richardson's address can be seen in Room 160 at Canyon Complex, beginning at 11 a.m. Viewing it today, however, will not count toward the Lab's mandatory diversity training).

All of the mandatory EEO/diversity training must be completed by May 5. This includes makeup sessions for employees who were absent on the day of the stand-down.

Updates on the stand-down will be posted on the Office of Equal Opportunity home page at <http://www.lanl.gov/orgs/oeo/> as they become available.

For more information, contact the Diversity Office at 7-5665.

-- *Jacqueline Paris-Chitanvis*